

# AIR NATIONAL GUARD

## MILITARY TECHNICIAN VACANCY

HUMAN RESOURCES OFFICE  
NEW MEXICO NATIONAL GUARD  
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**ANNOUNCEMENT NUMBER:** T-03-2012

**CLOSING DATE:** 14 August 2003

<b><u>POSITION TITLE, SERIES, AND GRADES</u></b>		<b><u>SALARY RANGE</u></b>
Human Resources Assistant	GS-0203-07	\$31,830 - \$41,380 per year
Human Resources Assistant	GS-0203-06	\$28,644 - \$37,237 per year
Human Resources Assistant	GS-0203-05	\$25,697 - \$33,402 per year
Human Resources Assistant	GS-0203-04	\$22,968 - \$29,854 per year

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For a complete listing of current vacancy announcements, please visit our website:  
<https://www.nm.ngb.army.mil>

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**AREA OF CONSIDERATION:** All members of the New Mexico Air National Guard.

**APPOINTMENT FACTORS:** Excepted Federal Service - **Enlisted**.

**POSITION LOCATION:** Technician Management Branch, Human Resources Office, New Mexico Army National Guard, Santa Fe, New Mexico.

**OPENING DATE:** 16 July 2003.

**DATE VACANCY EXISTS:** Currently exists.

**POSITION NUMBERS:** 80508E00, 80508E00A, 80508E00B, 80508E00C.

POSITION POTENTIAL: The top grade of this position is GS-07. This position is also being advertised at the GS-06, GS-05 and GS-04 levels to provide additional applicant competition. Upon meeting all legal and regulatory requirements, and upon recommendation of the supervisor, an individual selected at the GS-06, GS-05 or GS-04 level may be promoted to the target grade of GS-07 without further competition.

APPOINTMENT REQUIREMENTS: Excepted Civil Service. Individual selected must be assigned to an enlisted position in the New Mexico Air National Guard. Individual must wear the uniform as prescribed by National Guard Bureau policies and the Adjutant General of New Mexico. Employment is contingent on the successful completion of a required pre-placement medical examination.

ACTIVE GUARD RESERVE (AGR) ANNOUNCEMENT: This position is also being advertised as Vacancy Announcement M-03-2021 AIR/AGR for presently employed AGR personnel who wish consideration with retention of AGR status.

RE-PROMOTION STATEMENT: New Mexico Air National Guard technicians who were previously downgraded from a grade equal to, or higher than that advertised at the target grade in this announcement, and who are still receiving pay retention benefits from that downgrade, may be considered for this position as an exception to competition. Technicians who desire re-promotion consideration must send a letter to the Human Resources Office, prior to the closing date of this announcement, requesting consideration for re-promotion.

PERMANENT CHANGE OF STATION (PCS) BENEFITS: PCS benefits are not authorized.

LOWEST PAY GRADE ACCEPTED: Applicants must indicate on their application the lowest pay or grade that will be accepted.

EQUAL OPPORTUNITY: The New Mexico National Guard is an Equal Opportunity Employer. Selection for a position will be made without regard to race, religion, national origin, sex, political affiliation, marital status, membership or non-membership in an employee organization, non-disqualifying physical handicap, age (except military requirement for excepted technicians), or any other non-merit factor. Under Public Law 90-486, veterans' preference is not applicable.

REASONABLE ACCOMMODATION: This agency provides reasonable accommodation to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. Determination for reasonable accommodation will be made on a case-by-case basis.

INSTRUCTIONS FOR APPLYING: Individuals who think that they meet the basic qualification requirements may apply. Application will be made by resume, Optional Form 612, Standard Form 171, or in any other written format. Permanent presently employed technicians of the New Mexico National Guard may submit AGONM Form 300. Although the federal government does not require a standard application form for most jobs, we do need certain information to evaluate your qualifications and determine if you meet legal requirements for federal employment. If your application does not provide all the information requested in the job vacancy announcement, you may lose consideration for a job. Applications will be accepted only if they are received in the Human Resources Office by close of business on the closing date of the vacancy announcement; received postmarked (or other common carrier receipt mark) on or before the closing date of the vacancy announcement; or delivered to the Human Resources Office representative during her/his regularly scheduled Thursday trip to the New Mexico Air National Guard Headquarters Building.

Assurance of a legible postmark or other carrier receipt mark is the responsibility of the applicant. It is a violation of 18 USC 1719 to use government postage to send applications and violators may be subject to disciplinary action and fine as prescribed by law. Applications submitted by facsimile equipment (FAX) will be accepted for consideration. The New Mexico National Guard is not responsible for monitoring the quality or completeness of the FAX.

EVALUATION METHOD: All applicants will be initially screened against mandatory qualifications. If more than ten applicants are qualified, applicants will be evaluated on the basis of relevant experience, training and education, awards, and performance appraisals to determine the ten best qualified. Rating and ranking to determine best qualified will be conducted by a panel of representative who have technical expertise in the career field of the position being filled and a staff representative of the Human Resources Office. The evaluation will be based on the knowledge, skills, and abilities (KSAs) considered necessary for successful performance in the position.

MILITARY COMPATIBILITY: Individual selected must be assigned, prior to appointment, to a compatible Duty Air Force Specialty Code of: 3A0X1 or 3SXXX.

BASIC QUALIFICATION REQUIREMENTS: The basic qualification requirements are indicated below. These qualification requirements must be met, in addition to any military requirements, in order to be found qualified for and selected to this position.

SPECIALIZED EXPERIENCE:

GS-07: Must have twelve months' experience that has demonstrated two or more of the following knowledge, skills, and abilities:

1. Knowledge of a wide range of recruitment and placement regulations, policies and procedures including the local merit placement plan, and an understanding of numerous GS and WG occupational qualification requirements to develop vacancy announcements and to analyze and evaluate individuals' basic eligibility for a variety of clerical, and lower graded technical, administrative, wage positions.
2. Knowledge of position classification rules, regulations, and procedures to provide classification assistance on a variety of clerical, technical, and wage positions, which have standard career patterns, using standards that clearly apply or that are used for cross-series comparison.
3. Knowledge of employee relations principles and practices and counseling techniques required to perform recurring types of technical work which contribute to morale, motivation or discipline of employees (to include the incentive awards program), and to resolve minor conflicts or problems with employees, supervisors, union officials.
4. Knowledge of employee development principles to present established course materials such as those covering administrative-related matters, to recommend changes in course curricula, updating course materials.
5. Knowledge of regulations covering Federal employee benefits.

**GS-06:** Must have nine months' experience that has demonstrated one of the following knowledge, skills, and abilities:

1. Knowledge of a wide range of recruitment and placement regulations, policies and procedures.
2. Knowledge of position classification rules, regulations, and procedures.
3. Knowledge of employee relations principles and practices and counseling techniques required to perform recurring types of technical work which contribute to morale, motivation or discipline of employees (to include the incentive awards program), and to resolve minor conflicts or problems with employees, supervisors, union officials.
4. Knowledge of employee development principles to present established course materials such as those covering administrative-related matters, to recommend changes in course curricula, updating course materials.
5. Knowledge of regulations covering Federal employee benefits.

**GS-05:** Must have six months' experience that has demonstrated one of the following knowledge, skills, and abilities:

1. Knowledge of a wide range of recruitment and placement regulations, policies and procedures.
2. Knowledge of position classification rules, regulations, and procedures.
3. Knowledge of employee relations principles and practices and counseling techniques required to perform recurring types of technical work which contribute to morale, motivation or discipline of employees (to include the incentive awards program), and to resolve minor conflicts or problems with employees, supervisors, union officials.
4. Knowledge of employee development principles to present established course materials such as those covering administrative-related matters, to recommend changes in course curricula, updating course materials.
5. Knowledge of regulations covering Federal employee benefits.

**GS-04:** Must have three months' experience that has demonstrated the following knowledge, skills, and abilities:

1. Knowledge of clerical and administrative procedures, rules, and office practices.
2. Ability to read, interpret, and analyze data.
3. Ability to communicate verbally and in writing.

**EDUCATION SUBSTITUTION:** Military education, related to the position, may be substituted for specialized experience on a day-for-day basis for qualification at the GS-06, GS-05 and GS-04 levels. Certificates/diplomas must be submitted with application for award of credit. Civilian education, above the high school level, may be substituted for specialized experience on a case-by-case basis. Transcripts or equivalent must be submitted for award of credit.

QUALITY AND TYPE OF EXPERIENCE: The required amount of experience/education will not in itself be accepted as proof of qualification. The quality, type and scope of the experience/education must be of such nature as to demonstrate that applicants are fully qualified to perform the duties at the level for which they apply.

DOCUMENTATION: Applicants must explain in detail, in the application, how the specialized experience was acquired, including applicable dates. Applicants should include, with application, any training completion certificates/transcripts in the areas covered in the KSAs.

SUMMARY OF DUTIES: The purpose of the position is to provide limited technical assistance to Human Resources Specialists within the office and to managers, supervisors, and technicians of the serviced organization for a wide range of human resources matters. Performs work in two or more of the following human resource specialties: recruitment and placement, classification, employee relations, human resource development, incentive awards. These duties require a technical understanding and knowledge of numerous human resources guidelines, directives, procedures, policies, and precedent situations, which involve analyzing the interrelationships and impact that various personnel actions, in different functional areas, may have on technician personnel. May accomplish work through the use of an automated system.